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GEN
4559

AGREEMENT

by and between the

BATH CENTRAL
SCHOOL DISTRICT

and

CSEA, Local 1000 AFSCME,
AFL-CIO



Bath CSD General Unit
Steuben County Local 851

RECEIVED

JAN 11 2005

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

July 1, 2001 - June 30, 2005

67

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APPENDIX A
(TYPE OF EMPLOYEE AND AVAILABLE BENEFITS
SALARY CHARTS

ARTICLE 1 - PREAMBLE AND STATEMENT OF AGREEMENT

1.1 This agreement is made and entered into this 6th day of September, 2001, by and between the Superintendent of Schools for the Bath School District, Bath, New York (hereinafter referred to as the Superintendent) and the Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO (hereinafter referred to as the Association), with the Board of Education having ratified and legislatively approved this agreement on November 10, 2001.

ARTICLE 2 – RECOGNITION, APPROPRIATE UNIT & MANAGEMENT RIGHTS

2.1 Pursuant to recognition and certification by the Superintendent of Schools for the Bath Central School District, August, 1972, the Superintendent recognizes the Association as the sole and exclusive bargaining agent for the employees in the appropriate unit with respect to wages, hours, working conditions, and other terms and conditions of employment, for the purposes of this agreement, the term “employees” shall include all non-teaching employees in the bargaining unit except those designated as management, management confidential, transportation unit, or teaching assistant unit.

2.2 The association does hereby agree and affirm that it will not, either directly, or indirectly, call, sanction, encourage, finance or assist in any way, nor shall any employee instigate or participate, either directly or indirectly, in any strike, slowdown, walkout, work stoppage or other concerted interference with or the withholding of services from the employer.

ARTICLE 3 - ASSOCIATION SECURITY

3.1 The District shall deduct from the wages of employees and remit to the C.S.E.A., Inc., regular membership dues, health and life insurance premiums and other legal authorized deductions requested by the employees who have signed authorization cards permitting such deductions. When authorized deductions are made for C.S.E.A. sponsored insurances, and it is mandated by the insurance company such deductions be transmitted directly to the company, the Employer shall so transmit such deductions directly to the address supplied by the insurance company. Dues deductions when authorized shall be transmitted to C.S.E.A., Inc., Capital Station, P.O. Box 7125, Albany, New York 12224-9989.

3.2 CSEA having been recognized or certified as the exclusive representative of employees within the negotiating unit, shall be entitled to have deductions made from the wages or salary of employees of said bargaining unit who are not members of CSEA, the amount equivalent to the dues levied by CSEA and the fiscal or disbursing officer shall make such deductions and transmit the sum so deducted to CSEA.

3.3 The fiscal officer making such deductions will transmit these amounts to CSEA, 143 Washington Ave., Albany, NY 12210. The deduction will be accompanied by a listing indicating the names and home addresses of those employees who are not members of the Union.

3.4 The Union agrees to save the District harmless in any and all matters whatsoever relating to the agency fee deduction.

ARTICLE 4 - DISCIPLINARY PROCEDURE

Applicability

The following disciplinary procedure will be applicable to all permanent employees in the bargaining unit and is meant to replace Sections 75 and 76 of the Civil Service Law and will be used in lieu thereof.

Cause

4.1 An employee shall not be subjected to any disciplinary action except for incompetence or misconduct. Disciplinary action shall be understood to mean any action as described by Section 75 of the Civil Service Law with the exception of verbal, or written warnings, counseling memos and/or letters of reprimand, provided that an employee shall be allowed to attach a response to same for the inclusion in his or her personnel file.

Contents Of Notice Of Discipline

4.2 The notice of discipline shall contain a detailed description of the specific acts and conduct for which discipline is being sought including the references to dates, times, and places. The notice will also contain any proposed penalty.

Service Of Notice Of Discipline

4.3 Service of the notice of discipline shall be made by personal service, or it shall be made by registered to certified mail, return receipt requested. A copy of the notice of discipline will be served simultaneously with the Unit President. The time limits for presenting a grievance as defined in this Article will commence at the time of receipt of the notice of discipline.

Disciplinary Arbitration

4.4 The disciplinary arbitrator shall render determination of guilt or innocence and appropriateness of proposed penalties and shall have the authority to resolve a claimed

failure to follow the disciplinary procedure or other violations of an employee's rights in relation to discipline. The arbitrator has full authority of the remedy but shall not increase the penalty proposed by the employer.

Burden Of Proof

4.5 The Employee shall be presumed innocent until proven guilty and the burden of proof in all matters shall rest upon the employer.

Suspension

4.6 An employee may be suspended prior to the resolution of the notice of discipline only if the employer determines that there is probable cause to believe that the employee's continued presence on the job represents a potential danger to persons or property or would severely interfere with operations. The disciplinary arbitrator shall have the authority to determine whether there was probable cause for such a suspension. In no event, however, may an employee be removed from the payroll in excess of thirty (30) days pending the resolution of a disciplinary grievance.

Pre-Hearing Conference

4.7 Within seven (7) days of the filing of a disciplinary grievance and in advance of a disciplinary hearing, the employee, with his/her Union representative and/or attorney shall be entitled to a meeting with the Superintendent or his/her designee to discuss on an informal basis, the employee's and the employer's position on the charges and the appropriateness of the proposed penalty. Any decision reached by the employer as a result of a pre-hearing conference must be presented in writing, within three (3) days by certified or registered mail, return receipt, or personal service. If there is no response within three (3) days, the employee or the Union shall request that an arbitrator be appointed in accordance with Article 18 and that a hearing date be set.

ARTICLE 5 - UNION RIGHTS

5.1 Membership in the association shall be voluntary, and there shall be no discrimination, interference, restraint, or coercion by the School District, or any of its agents against any employee because of his/her membership in the association, or because of any lawful activities on behalf of the association and his/her fellow members, nor be any discrimination, interference, restraint or coercion by the Association or any of its agents, against any employee because of his/her failure or refusal to join the Association.

5.2 The Association shall have the right to represent employees in the Unit in any and all proceedings under the Fair Employment Act, under any applicable law, rule, regulation or statute, under the terms and conditions of the agreement, to designate its representation

unless otherwise provided by law to direct, manage and govern its own affairs to determine those matters which the members wish to negotiate, and to pursue those objectives without any interference, restraint, coercion, or discrimination by the Bath Central School District.

5.3 If any employee, who is a member of the Association is charged pursuant to Section 4.1 of Article IV, he shall be informed immediately of his right to representation, and the Chairman of the Association Grievance Committee, or his/her designee shall be informed immediately as to the facts and circumstances.

5.4 The Association shall have the right to post notices and other communications on bulletin boards maintained for those purposes on the premises and facilities of the School District. The School District agrees to provide a room for union meetings when such use does not interfere with any scheduled events or does not necessitate any additional cost to the school district. The application for use of the facilities shall be made with the Superintendent at least 48 hours prior to the meeting.

5.5 For the purpose of administering, adjusting or interpreting the terms and conditions of this Agreement, the CSEA Staff person shall have the right to visit the full time employees covered under this agreement, on the job whenever a grievance has been filed. The appropriate School District official shall be notified and total assurance given him that no inordinate interruption in the work of the employee will be involved. The name of the CSEA Staff person shall be filed with the Superintendent of Schools.

5.6 When it is necessary for the President of the "Unit", or his/her designated representative to engage in Association activities directly associated with the association duties as representatives of the Unit, which cannot be performed other than during working hours, the Superintendent or his/her designated representative may give such time without loss of pay as is necessary to perform any such activities. Officially authorized association delegates shall be granted time necessary with pay to attend the annual meeting and/or special conferences of the C.S.E.A., upon timely written notice to the Superintendent, not to exceed four days total. Only one employee shall be granted this right at the same time.

5.7 The association may use school mail facilities for intra-school communications.

5.8 The association will be furnished, upon request, the names and addresses, by sites of members of the Unit which appear on the payroll.

5.9 The Union and its designated agents shall have the sole and exclusive right to access to members of the bargaining unit during working hours to administer this Agreement and to explain C.S.E.A. sponsored benefits and programs.

5.10 The employer agrees that no other representative or organization offering benefits or programs similar to those offered or sponsored by the C.S.E.A., Inc., shall be provided access to bargaining unit employees to hold meetings for the purpose of discussing terms and conditions of employment, or be provided meeting space on property or premises owned or occupied by the employer.

ARTICLE 6 - HEALTH AND SAFETY

6.1 The Bath Central School District shall continue to make reasonable provisions as it deems adequate and necessary for the safety and health of its employees during the hours of their employment.

6.2 All employees within the Unit shall be covered under the New York Workmen's Compensation Law.

6.3 The employer shall participate in a Disability Insurance Program with benefits to those provided by the New York State Mandatory Disability Insurance Program. Employees shall be liable for payment of premiums for such insurance at a rate of 1/2 of 1% of salary, not to exceed 60 cents per week, or portion thereof should rates increase after June 30, 1988.

ARTICLE 7 - GENERAL CONSIDERATIONS

7.1 Neither party to this agreement shall make any modifications, changes or variations of any of the items expressly and specifically covered by this agreement, unless they are signed and appended hereto.

7.2 In the event that any Article or Section of the Agreement shall be determined by a court of competent jurisdiction to be null, void, or unenforceable, such decision shall not affect any of the other provisions of this agreement, which shall continue in full force and effect. Within thirty days of any such decision the parties shall meet to renegotiate the clause(s) declared illegal so that, if possible, the original intent of the clause(s) shall be maintained.

7.3 No employee shall suffer a reduction in his rate in the job classification which he is working as a result of the execution of this agreement.

ARTICLE 8 - CLASSIFICATION OF EMPLOYEES BY TYPES AND HOURS OF EMPLOYMENT

8.1 Employees will be assigned to classification according to hours employed. An occasional variation of number of hours in excess of classification will not affect classification.

8.2 Custodians, Maintenance, Cleaners, and Laundry Workers shall work a five day, eight hour per day, forty hour per week work schedule. Custodians hired as of 4/1/78 and thereafter, may be assigned any five consecutive days for his/her workweek.

8.3 Any Class I custodian may have his/her workweek (days, shift) changed with seven (7) calendar days written notice unless such a change would work an undue hardship on such employee. In such cases, the District may request other Class I custodians to accept such change. In the event no employee agrees to accept the temporary change, the District may assign the most junior custodian to the temporary assignment. Such change may not exceed two work weeks duration.

Classification of Employees:

Custodian-Cleaner-Delivery Person-Building Maintenance-Mechanic-Head Custodian-Grounds-Plumber

- | | |
|---------|----------------------------------------------------------------------------------|
| Class 1 | a) 40 Hour Week – 52 weeks per year
b) 40 Hour Week – 48 weeks per year |
| Class 2 | a) 30-39 Hour Week – 52 weeks per year
b) 30-39 Hour Week – 40 weeks per year |
| Class 3 | a) 20-29 Hour Week – 52 weeks per year
b) 20-29 Hour Week- 40 weeks per year |
| Class 4 | a) 1-19 Hour Week – 52 weeks per year
b) 1-19 Hour Week – 40 weeks per year |

Stenographers-Secretaries-Clerks-Typists-PC Operator-Aides-Monitor-PC Coordinator

- | | |
|---------|----------------------------------------------------------------------------------|
| Class 1 | a) 35-40 Hour Week –52 weeks per year |
| Class 2 | a) 30-34 Hour Week – 52 weeks per year
b) 30-34 Hour Week – 40 weeks per year |
| Class 3 | a) 20-29 Hour Week – 52 weeks per year
b) 20-29 Hour Week – 40 weeks per year |
| Class 4 | a) 1-19 Hour Week – 52 weeks per year
b) 1-19 Hour Week – 40 weeks per year |

Cafeteria- Cook – Assistant Cook – Cashier – Food Service – Monitor

- | | |
|---------|----------------------------------------|
| Class 2 | b) 30-39 Hour Week – 40 weeks per year |
| Class 3 | b) 20-29 Hour Week – 40 weeks per year |
| Class 4 | b) 1-19 Hour Week – 40 weeks per year |

8.4 Temporary Positions. Another group of employees known as substitutes is defined as an employee who is doing work of an employee who is absent or during a particular time of year when the work load has been increased necessitating additional help. When the duration of a temporary position exceeds three (3) months for one particular job, that position should be considered permanent and posted and filled in accordance with the provisions of Article 25 contained herein.

8.5 All employees at the time of employment will be placed in the proper classification. All newly appointed employees will serve a twenty-six (26) week probationary period.

8.6 At various times employees may be requested to work more than the hours defined in their classification, however, their classification will not be changed, nor will the condition continue for more than three months.

Based upon the operating needs of certain departments and the approval of the Superintendent of Schools, certain clerical positions within the District may be required to work up to a 40 hour work week, Monday through Friday.

ARTICLE 9 - TEMPORARY ASSIGNMENT TO HIGHER CLASSIFICATION

Any employee assigned the duties of an employee in a higher classification (i.e. Custodian to Head Custodian) for 20 consecutive work days for the same person, then such employee shall be paid, in addition to his regular wage for all hours worked at such higher paid assignment, a stipend in the amount of the difference between the Step rate he is currently placed on and the Step Rate assigned to the same numbered step of the Salary schedule to which he is assigned. At the completion of 20 consecutive work days for the same person, the additional pay will be retroactive to the first day.

ARTICLE 10- VACATIONS

10.1 For the purpose of this section, one day shall be defined as containing the normal hours of work for each employee. Example: If an employee's normal work days is 4 hours, then that is what 1 day refers to as regards vacation time, sick time or whenever day is used as a unit of measure.

Anniversary date will be date of hire. At completion of the first full year of employment, all Class 1 and Class 2(a) employees will be entitled to vacation as indicated in the schedule below:

1 year	-	1 week (5 working days)
2 years	-	2 weeks (10 working days)
5 years	-	3 weeks (15 working days)
10 years	-	4 weeks (20 working days)
20 years	-	5 weeks (25 working days)

10.2 Upon the death of an employee, retirement, or separation from service, all unused vacation time shall be paid on a pro-rated basis to the employee or his/her estate.

10.3 Vacations shall be requested in writing at least one month prior to time requested. Approval shall be obtained from their immediate supervisor and the Superintendent of Schools. It shall be the right of the employer to designate vacation periods when desirable. If two or more employees in the same job category request the same vacation time and only one can be granted vacation time the more senior employee will be given the requested vacation time.

10.4 In the event an employee who is regularly employed eleven (11) months is required to return to work for ten (10) or more days in an additional month, the employee shall have been deemed to have worked the full month for the purpose of vacation credits.

10.5 In the event of sickness, which results in hospitalization or which is confirmed by a school designated physician (physician's fees paid by the school district), disability or compensated injury or accident prior to an employee's vacation which interferes with the vacation, then such vacation shall be rescheduled at a mutually agreeable time.

ARTICLE 11 - HOLIDAYS

11.1 Class 1 and Class 2(a) employees will receive the following paid holidays:

New Year's Day
 Martin Luther King's Day
 Lincoln's or Washington's Birthday (as designated by the District)
 Good Friday
 Memorial Day
 July 4
 Labor Day
 Columbus Day or Veteran's Day (as designated by the District)
 Thanksgiving Day and the day after Thanksgiving Day
 Day before Christmas Day
 Christmas Day
 Day before New Year's Day

Part-time employees shall receive Christmas Day as a holiday and will be paid their regular daily wage.

11.2 If a holiday should fall on the employee's scheduled day off, or when the employee is off, with pay, for any other reason, he will receive pay for that holiday or he will receive another day off which is mutually agreeable to both parties. The employee shall determine whether he or she shall receive pay or the day off.

11.3 The holiday shall be paid for at the straight time hourly rate. In the event it becomes necessary for an employee to work on any of the specified holidays the employee shall receive his/her holiday pay in addition to one and one-half (1 1/2) times his/her daily pay rate. Any employee may upon mutual agreement with both parties substitute a holiday with any other day or days of equal working time in that week.

11.4 If any of the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday. If any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday.

11.5 Any employee scheduled to work on either the day before, the day after a holiday, or scheduled to work both the day before and the day after must do so in order to be paid for the holiday, unless prior approval of an absence, in writing, has been received from the Superintendent or his or her designee.

ARTICLE 12 - PERSONAL LEAVE

12.1 All employees will be allowed three (3) paid personal days per contract year. Personal leave time may be taken in either half or whole day increments. (See Article 9, Section "1" for definition of a "day").

12.2 Special request (personal) leave shall be filed with the employee's immediate supervisor at least 48 hours prior to the time of absence except for allowance of absences for emergency reasons. Personal days not used will be converted to sick leave and added onto the employee's sick leave accumulation.

12.3 Absences caused by inability to report for work (roads, weather, transportation difficulties, etc.) will be considered personal leave time. An employee may request and will be granted make up time in lieu of personal leave as used above (inability to work). Such make up time must be within one week of the absence.

ARTICLE 13 - SICK LEAVE

13.1 Sick leave for employees hired prior to October 13, 1999, shall be earned at the rate of one (1) day per each regularly scheduled month of work which is completed, accumulative to 175 days. Sick leave for employees hired after October 13, 1999, shall be earned at the rate of one (1) day per each regularly scheduled month of work which is completed, accumulative to 200 days. This month shall include holiday, vacation and personal time, but does not include sick leave time. Any month an employee works ten (10) or more days shall be credited with a month's service.

1. A doctor's certificate may be required for sick leave due to personal illness after three (3) consecutive days absence. Except as required by this paragraph, employees do not have to provide a reason for requesting and/or using sick leave.
2. Each employee will be entitled to five (5) days or one-half of their annual sick leave, whichever is less, at full pay, because of illness in the immediate family: Such leave shall be deducted from the accumulated total.
3. Employees (Class 1, 2a, 2b, 3a and 3b) hired prior to October 13, 1999, may, upon retirement, apply the value of their accumulated sick leave (# of days up to 175 times daily wage) towards a health insurance plan under the following conditions:
 - a. The retiree qualified for retirement as a member of the retirement system administered by the State of New York, or one of its civil divisions.
 - b. Provisions of the insurance carrier allow for such participation.
 - c. Upon exhaustion of the funds provided for by the use of accumulated sick leave, the retired employee may continue in the plan at his or her own expense.
4. Employees (Class 1, 2a, 2b, 3a and 3b) hired after October 13, 1999, may, upon retirement, apply the value of their accumulated sick leave (# of days up to 200 times \$25.00) towards a health insurance plan under the conditions set forth in paragraph 3 above.
5. The amount of accumulated sick leave shall be entered on each employee's salary notice prior to the distribution of same and prior to the employee signing and returning same to the District.

6. An employee who elects to participate in this benefit is precluded from participating in the benefits offered in either Section 2 of this Article or the retiree health insurance provisions set forth in Article 16.

13.2 Upon retirement, employees covered by this agreement may request payment for unused sick leave accumulations. The amount of the payment shall be calculated in accordance with the provisions set forth in Section 1, paragraphs 3 and 4 above. Requests for payment must be made in writing to the Superintendent at least four (4) weeks prior to the employee's actual retirement date. The District will make the payment in a single lump sum payment, with the following exception. If the District determines that it would encounter a deficit by making a lump sum payment, then the District may make the payment for unused sick leave accumulations in equal or nearly equal annual installments over a three (3) year period. The District, however, shall attempt to make payments under this section in as short a period of time as possible.

If an employee dies after retiring from the District, but prior to receiving the full amount owed under this section, payment will be made to the decedent's spouse or estate.

Employees understand that use of the benefit described in this section precludes participation in the benefits offered under either Section 13.1 of this Article or the retiree health insurance provisions set forth in Article 16.

ARTICLE 14 - JURY DUTY

An employee shall be entitled to his usual salary for the days he serves as a juror or is in Court pursuant to subpoena or other order of the Court, in Federal Court, Grand Jury, County Court, City Court, Police Justice Court and Magistrate Court, providing he turns over to the Employer the fees that he earns as a juror, retaining the mileage allowance.

ARTICLE 15 - BEREAVEMENT LEAVE

In the event of a death in the family which shall include spouse, child (adopted, step), mother, father, father-in-law, mother-in-law, grandmother, grandfather, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law and grandchildren, aunt, uncle, niece and nephew, an employee shall be granted five (5) days with pay and additional leave may be granted by the Superintendent, but will be deducted from the employee's sick leave.

ARTICLE 16 - HEALTH INSURANCE

16.1 Health Insurance benefits provided under this article shall be available to eligible employees upon their date of hire with the District.

Employees eligible to receive health insurance will be provided with the following:

- a. Non participating hospital rider
- b. Drug co-pay (\$5.00 Generic; \$10.00 Legend)
- c. Dental schedule A with supplemental, periodontic, orthodontic and prosthetic riders
- d. Major Medical (\$100 individual/\$300 family deductibles)

Effective October 13, 1999, the prescription rider carrier will be changed from Blue Cross/Blue Shield to Genesee Area Health Care Plan currently administered by PCS Health Systems. The prescription co-pay is currently \$5.00 generic and \$10.00 legend, the cost of which is to be borne by the employee.

The following employees will be entitled to receive a family health insurance plan [inclusive of health insurance, prescription and dental (CSEA EBF Dutchess Dental)], and shall be responsible for paying 5% (2001-02), 7% (2002-03), 8% (2003-04) & 8% (2004-05) of the total premium cost of the health insurance plan offered by the District. These payments shall be deducted in equal or nearly equal amounts from the employee's paycheck throughout the school year:

- Class 1 - Full time - 40 hour week - 48 weeks
Full time - 40 hour week - 52 weeks
Full time - 35-40 hour week - 52 weeks
- Class 2a - 30 hours, but less than 40-52 weeks

The following employees will be entitled to receive an individual health insurance plan [inclusive of health insurance, prescription and dental (CSEA EBF Dutchess Dental)], and shall be responsible for paying 5% (2001-02), 7% (2002-03), 8% (2003-04) & 8% (2004-05) of the total premium cost of the health insurance plan offered by the District. These payments shall be deducted in equal or nearly equal amounts from the employee's paycheck throughout the school year:

- Class 2b - More than 30 hrs., but less than 40-40 weeks
- Class 3a - More than 20 hrs., but less than 30-52 weeks
- Class 3b - More than 20 hrs., but less than 30-40 weeks
(to protect any employee in Class 2(b)-3(a) who presently has the family group plan under the school

program is paying for the 11th and 12th months, will be allowed to continue under that plan, the cost being paid by the School District for the 12 months.

The District will allow all employees who do not receive fully paid health insurance to participate in the health insurance group plan at no cost to the District. Employees receiving individual coverage from the District, and employees receiving no coverage from the District, as defined herein, may either upgrade such individual coverage to family coverage at the employee's expense, or, if receiving no coverage from the District, may elect to participate in either individual or family plan coverage at the employee's expense. In no case will the District be liable for premium payments in excess of those prescribed herein: **95, 93, 92 & 92% Family, Class 1 and 2(a); 95, 93, 92 & 92% (in years 2001-02, 2002-03, 2003-04, and 2004-05 Individual, Class 2(b), 3(a) and 3(b)).**

16.2 The Health Insurance Program will terminate at the time an employee leaves the employment of the school. Any ten (10) month employee failing to return for at least 30 days of employment after September 1, shall reimburse the school for the cost of the insurance during July and August.

16.3 The District will be responsible for providing only one (1) insurance plan for employees. Should both spouses be employed by the District, only one (1) will be eligible for the health insurance benefits paid by the District.

16.4 The District shall participate in and pay the full premium cost for the CSEA-EBF Optical Insurance Plan known as "Platinum-12". The District shall continue to pay 100% of the Platinum-12 CSEA-EBF Optical Insurance Plan for all employees hired prior to October 13, 1999, regardless of their participation in the health insurance plan [inclusive of health insurance, prescription and dental (CSEA EBF Dutchess Dental)]. Employees hired after October 13, 1999, shall receive the Platinum-12 CSEA-EBF Optical Insurance Plan only if they are entitled to participate in the health insurance plan [health insurance, prescription and dental].

Employees entitled to receive health insurance [inclusive of health insurance, prescription and dental (CSEA EBF Dutchess Dental)], but who choose not to participate in the District's health insurance plan, may receive the dental plan. Employees opting to participate in the dental plan only, must not have received a health insurance buyout, and must contribute towards the premium at the existing contractual rate.

16.5 The Union and the District agree to form a committee to explore health insurance options with the understanding that if a viable alternative, providing equal or better coverage at less cost is made available, the Union will take such a choice to the membership for a vote. The District agrees to maintain the current Genessee Area Healthcare Plan, unless and until the Union agrees to a change.

16.6 During the month of June, or within the first week of being eligible, an employee may elect for the following school year to have health insurance coverage provided by the District or to receive a buyout payment. An employee whose needs change during the year, may by giving the District 30 days written notification, surrender his District insurance plan and participate in the insurance buyout program. The amount of the buyout will be determined in conjunction with the numbers of employees who choose this option as follows:

If a total of 1-20 employees elect the buyout option, the payment will be 18% of the total premium for all insurance coverages surrendered. For the 2000-2001 school year, the buyout is approximately \$1294.00 family coverage, and \$587.00 single coverage, except that the minimum buyouts would not be less than the current levels of \$1200.00 family and \$600.00 single

If a total of 21-25 employees elect the buyout option, the payment will be 30% of the total premium for all insurance coverages surrendered.

If a total of 26-30 employees elect the buyout option, the payment will be 34% of the total premium for all insurance coverages surrendered.

b) An employee who elects the buyout in lieu of health insurance coverage may have his health insurance coverage reinstated by giving the District 30 days written notice of his/her intention to surrender the buyout prorated for the benefit received.

16.7 The District will provide health insurance coverage: (inclusive of health insurance (hospital and medical) and prescription drug rider, but exclusive of optical and dental riders) to retirees under the following terms and conditions:

- a) The insurance carrier allows for such participation.
- b) Individuals must have been employed by the District in this bargaining unit for a minimum of fifteen (15) years in either Class 1, 2a, 2b, 3a or 3b, and are eligible for retirement as a member of the New York State Local and Employees' Retirement System
- c) Class 1 and 2a employees will be entitled to receive a single health insurance plan in accordance with Article 16.7f
- d) Class 2b, 3a and 3b employees will be entitled to receive a single health insurance plan by paying 50% of the current premium plus the co-pay in accordance with Article 16.7

- e) Retirees may participate in additional or greater plans at their own expense.
- f) Employees who elect to receive this benefit will be required to make a contribution toward the total premium cost similar to that made by existing unit members (If unit members contribute 4.0%, then retirees must contribute 4.0%. If an increase in the unit members' contribution is negotiated in the future, retirees are obligated to contribute the same percentage).
- g) Employees who elect to receive this benefit may not participate in the benefits offered in Article 13.

16.8 RETIREMENT INCENTIVE Bargaining unit members with twelve (12) years of service, but less than fifteen (15) years of service in this bargaining unit in either Class 1, 2a, 3a or 3b who are eligible to retire as a member in the New York State Employees Retirement System without penalty and who submit an irrevocable letter of retirement effective not later than December 3, 2001 shall receive an individual health insurance plan for which the District shall pay 50% of the premium cost. The retiree shall be responsible for paying the remaining 50% of the premium cost. For purposes of Article 16.8 only, two (2) years full-time service in the District outside the bargaining unit shall count as one (1) year of eligible service in this bargaining unit.

Regardless of any provision in law or in this contract to the contrary, the terms and conditions set forth in Article 16.8 shall fully expire at 12:01 a.m. on December 4, 2001 and shall not be continued except as agree upon in writing by both parties.

ARTICLE 17 - SALARY

17.1 Employees are placed on step as per the attached salary schedule. New employees may be started on Steps 1-4. Any new employee may be started above Step 4 with the concurrence of the Association: Such agreement by the Association may not be unreasonably withheld.

17.2 Overtime shall be paid at the rate of time and one-half the regular hourly rate for all hours in excess of the normal work day and/or 40 hours per week for Class 1 employees. Overtime at the rate of time and one-half shall be paid for all work in excess of eight (8) hours per day and/or 40 hours per week for all other employees. Paid time (vacations, holidays, leave time) shall count as regular hours in a given week. Employees' normal daily hours will not be changed in order to avoid the payment of overtime except in an emergency.

Compensatory time, at the rate of time and one-half may be substituted for overtime pay, at the employee's option. The employee shall notify his or her supervisor at the time of overtime work whether he/she is selecting overtime pay or compensatory time. The

District shall have the right to request an employee to take compensatory in lieu of overtime, and if requested, the employee will give serious consideration to such request. If compensatory time is selected, it shall be handled in accordance with the Fair Labor Standards Act.

17.3 All hours worked on Sunday except in case of emergencies or as a part of a regularly scheduled work week, shall be paid at the rate of one (1) and one-half (1/2) times the hourly rate.

17.4 Overtime within each building for head custodians, custodians, and/or cleaners shall be offered to qualified employees on a rotating, seniority basis. If no qualified employee volunteers to perform the overtime work the least senior qualified employee who has not been previously assigned mandatory overtime must take said assignment except in the case of an emergency. Overtime shall be offered as it becomes available. Any employee may decline all participation in overtime consideration including mandated assignments. Said employee wanting to participate in overtime at a later date must give thirty days notice before becoming eligible. An overtime roster shall be maintained for each building, kept up to date and posted.

17.4a SNOW REMOVAL – When only snow removal staff report to work and all other support staff are given the day off, snow removal staff shall be compensated in wages or compensatory time at hour for hour in addition to their regular hourly pay for all hours comprising their regular shift. All other hours, see Article 17.2, 17.3 and 17.4 .

17.5 All special dinners worked by cafeteria employees will be paid at their regular rate of pay unless such additional work exceeds eight (8) hours in a day and/or forty (40) hours per week in that week, then such employee shall be paid at the rate of time and one-half (1 1/2) their regular hourly rate for all time worked in excess of eight (8) hours in one day or forty (40) hours in one week. There shall be no pyramiding of overtime pay.

17.6 Cafeteria, custodial and maintenance employees shall receive a One Hundred-Fifty (\$150.00) dollar annual clothing allowance. Such clothing allowance shall be paid in a separate check on the first payday in December of each year.

17.7

Pay Grade "A"	Laundry Workers Cleaners Delivery Person
Pay Grade "B"	Aides Monitors

Pay Grade "C"	Custodians Stenographers Clerks Typists Clerk/Typists Account Clerks Account Clerk/Typists P.C. Operator
Pay Grade "D"	Maintenance/Grounds/Sanitation Plumbers Senior Typists Senior Account Clerks Senior Account Clerk Typist Senior Stenographer Audio Visual Technician
Pay Grade "E"	Head Custodians Building Maintenance Mechanic
Pay Grade "F"	PC Coordinator

17.8 Salary increases for proposed contract (to be inclusive of any increment) for returning bargaining unit members:

2001-2002	\$0.65	2003-2004	\$0.65
2002-2003	\$0.65	2004-2005	\$0.65

Salary schedules will be amended accordingly. Salary increases for the 2001-2002 school year are retroactive, but the District is not required to pay any retroactive salary adjustments to individuals not in the employ of the District at the time of Board approval of the contract.

17.9 Cafeteria salary schedules are also attached hereto and made a part hereof. All cafeteria employees shall advance one (1) step per year, on July 1st of each year, on their appropriate salary schedule.

Grade 1	(1) Food Service Worker, Cashier, Cafeteria School Monitor
Grade 2	(2) Bakers, Assistant Cook
Grade 3	(3) Cooks

17.10 Emergency "Call-in" other than snow emergency (which is covered in Article 17.4) When an employee is called in to work by his/her supervisor (supervisor shall mean the Superintendent, Business Administrator or Director of Facilities) during his/her scheduled time off, all hours worked will be at one and one-half his/her regular hourly rate. An employee will be guaranteed at least one hour's pay at one and one-half his/her hourly rate. If an employee is "called-in" on a holiday by his/her supervisor, all "call-in" time worked will be at two times his/her hourly rate.

17.11 Substitute Teacher Call-in Duty Clerical employees assigned to Substitute Teacher call-in duties to cover regular teachers' classes shall receive annual compensation in the amount of \$1,000 (One Thousand Dollars) to cover the cost of their time and the expense associated with use of their personal telephone service. In addition, a telephone answering machine will be installed in their school office area to receive and record teacher calls requesting a substitute teacher to cover their classes.

ARTICLE 18 - GRIEVANCE AND ARBITRATION PROCEDURE

18.1 A grievance is a dispute or controversy between an individual covered by this agreement or the Association and the School District, over terms and conditions of employment as stipulated in this contract.

18.2 In the event that a number of grievances arise which contain a common question of fact, they may be consolidated into one grievance upon agreement of the Superintendent and the Association and processed as one grievance, except where such consolidation may prejudice the rights of any party.

18.3 A grievance shall be considered waived and barred unless the aggrieved party files his/her written grievance or appeals within the timelines set forth in this article.

Submission of Grievances and Procedures

18.4 Each grievance shall be submitted in writing on a form which shall identify the grievant or grievants, the provision of this agreement involved in the grievance, the time and place, and, if known, the identity of the person responsible for causing such events or conditions, and a general statement of the grievance and redress sought by the aggrieved.

18.5 Stage 1 An employee with a grievance shall submit a written grievance to the employee's immediate supervisor not later than fifteen (15) working days after the date of the cause or occurrence giving rise to the grievance. The immediate supervisor shall

respond to the written grievance in writing within five (5) working days.

18.6 Stage 2 If the aggrieved party and/or his/her designated representative is not satisfied with the immediate supervisor's response, or if no response is received within five (5) working days after submission of the written grievance, the grievant may appeal to the Business Administrator within five (5) working days. The Business Administrator shall respond to the written grievance in writing within five (5) working days.

18.7 Stage 3 If the aggrieved party and/or his/her designated representative is not satisfied with the Business Administrator's response, or if no response is received within five (5) working days after submission of the written grievance, the grievant may appeal to the Superintendent of Schools within five (5) working days. The Superintendent may, in his/her discretion, convene a meeting between the parties in order to discuss the grievance. The Superintendent of Schools shall respond to the written grievance in writing within five (5) working days.

18.8 Stage 4 In the event that the grievant and the Association are not satisfied after receiving the response of the Superintendent, a demand for arbitration may be made to the Superintendent within twenty (20) working days after the Superintendent issues his/her response.

An arbitrator from the list below shall conduct the hearing. Arbitrators shall be selected on a rotational basis.

Ron Kowalski
Tom Rinaldo
Stuart Pohl

Arbitration

18.9 The arbitrator so selected shall hear the matter promptly and render his decision in writing not later than thirty (30) calendar days from the close of the hearing, or after briefs have been submitted, whichever is later. The arbitrator's award shall set forth his findings of fact, reasoning and conclusions on the issues and shall be final and binding upon the parties.

18.10 The arbitrator shall have no power to alter, modify, add to, or subtract from the provisions of this agreement, and shall have no authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this agreement.

18.11 The costs for the services of the arbitrator shall be borne equally by the

parties.

Rules And Procedures For Conduct Of The Grievance Procedure

18.12 The preparation and processing of a grievance, insofar as practicable shall be conducted after the hours of employment. The District and the Association agree to avoid the involvement of students in any phase of the grievance procedure, when possible.

18.13 The District and the Association agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications and records concerning the alleged grievance.

18.14 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

18.15 Nothing contained herein shall be construed as limiting the right of any employee to discuss the matter informally with any appropriate member of the administration, or members of the Board and having said matter informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement.

ARTICLE 19 - LENGTH OF AGREEMENT

This Agreement shall become effective on July 1, 2001 upon approval by the Superintendent and shall terminate as of the close of business on June 30, 2005.

ARTICLE 20 - PRINTING AND DISTRIBUTION OF CONTRACT

Duplicate copies of this agreement shall be made at the expense of CSEA, and a copy given to each employee and to each new employee within two (2) weeks of their employment.

ARTICLE 21 - LEGISLATIVE APPROVAL

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment or law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE 22 -RETIREMENT

Effective July 1, 1990, the District will change the pension plan (75G to 75I).

ARTICLE 23 - SENIORITY

23.1 Seniority is defined as the length of continuous service with the Employer, full-time employees shall be classified as Class 1, 2(a), 2(b), 3(a) and 3(b). All other employees shall have their seniority computed on a pro-rated basis. (Example: Hours/week per weeks/year in relation to full time hours/week/position. An employee who works 18 hours/week in a 40-hour per week title and works 40 weeks/year would receive 35% of a full year's seniority credit.)

23.2 For layoff purposes, the employee's seniority shall determine the order to be followed. The employee with the least seniority shall be first to be laid off until the total number of employees required to decrease forces shall be established. The employee with the least seniority shall be first to be laid off until the total number of employees required to decrease forces shall be established. Having exhausted his/her seniority in his/her current title, the laid off employee shall exercise his/her seniority to displace an employee with lesser seniority than he/she on the next lower job title he had previously held on the next lower job in the same promotional ladder. The rate of pay shall be at the rate of the job which the employee assumes. Recalls shall be in the inverse order of layoffs.

23.3 As used in Section 1, continuous service includes only those periods when an employee is on the Employer's active payroll and those periods when an employee is: (a) on leave of absence, (b) on layoff, (c) absent from, and unable to perform the duties of his/her position by reason of a disability resulting from illness or occupational injury or disease, (d) such other periods of service, if any, as the Civil Service Law requires to be treated as part of the employee's continuous service.

23.4 Subject to applicable provisions of the Civil Service Law, if any, an employee loses his seniority only when one or more of the following occur: he/she resigns unless reinstated within a period permitted by any provisions of the Civil Service Law applicable to him/her; he/she is discharged; he/she retires; he/she refuses a recall.

23.5 If two (2) or more employees are hired or appointed on the same date, their relative seniority shall be determined by lot.

23.6 An employee who transfers classification as specified in other sections of this article during the life of this Agreement shall not receive a lower hourly rate of pay as a result of the transfer. Any employee who because of illness or physical incapacitation that has been ordered by his physician to limit the type or amount of work that he or she may perform shall be reclassified as to grade and/or step including salary. When his/her physician certifies that he/she is able to resume normal duties he/she will be returned to his former grade and/or step.

ARTICLE 24 – MILEAGE

Employees who use personal cars on authorized school business will be reimbursed the then current IRS allowable mileage reimbursement rate for all miles so driven. Such use of a personal car must have prior written approval by the Superintendent of Schools or his/her designee.

ARTICLE 25 - JOB VACANCIES AND POSTING

25.1 When a job vacancy or vacancies occur within the District, the Employer will be responsible for notifying the C.S.E.A. President and providing him/her with sufficient announcements for such vacancies for all C.S.E.A. designated bulletin boards at least ten (10) working days prior to the day they are to be filled. Announcement of such vacancies shall contain the title of the position(s) to be filled, minimum qualifications required for appointment and the number and work location(s) of the vacancy(s) including salaries. In case of emergency, the job may be filled temporarily, pending posting and fulfillment of requirements of Section 2 below.

25.2 When such vacancies are announced as provided herein, employees who wish to be considered for appointment to such vacancies, shall be allowed to file appropriate notice therefor with the appointing authority; providing however, that such notice must be filed within ten (10) days following announcement of the vacancy.

25.3 After appropriate notices have been filed by the employee(s) with the Employer, the vacancy(s) shall be filled within (10) days, utilizing the following procedure with seniority being the determining factor among those who are qualified for the position(s).

1. First preference shall be given those employees presently working within the department to whom the vacancy will result in a promotion.
2. Second preference shall be given those employees whose transfer would result in a lateral transfer of job titles and pay rates.
3. Third preference shall be given all other employees.
4. Fourth preference shall be given applicants not working for the Employer.

25.4 Section 3 above shall not be subject to Article 16 - Grievance and Arbitration

25.5 In the event that a current qualified employee is not selected for the position and is dissatisfied, a three (3) member committee consisting of President of the School Board, the Superintendent of Schools and the President of the Association, shall meet to review the appointment within ten (10) days of the appointment.

ARTICLE 26 - PERSONNEL FILES

26.1 No material related to an employee's conduct, performance, character or personality which is derogatory in nature shall be placed in the personnel file without notification to the employee. The employee shall be given an opportunity to read such material and shall acknowledge that he/she has read such material by affixing his/her signature on the material to be filed with the understanding that such signature merely acknowledges that he/she has read such material and does not indicate agreement with its contents. The employee who has derogatory material lodged against him/her shall have such material deleted from his/her personnel file when such material has been determined invalid by normal grievance procedures, Civil Court action or formal or informal hearings with District representatives.

26.2 An employee shall have the opportunity to review his/her personnel file in the presence of an appropriate District official upon five (5) days notice and to place in such file a response of reasonable length to anything contained therein which such employee deems to be adverse. This review does not cover pre-employment papers which are confidential in nature.

26.3 The Employer agrees that there shall not be more than one (1) personnel file on any employee covered by this Agreement.

ARTICLE 27 - SUBCONTRACTING

The District agrees that there shall be no sub-contracting except as provided herein:

1. Refuse removal
2. Snow removal in emergency situations when District equipment cannot accomplish such removal in a timely fashion
3. Sanding/salting of parking lots, driveways and walks when District lacks resources to do so
4. Excavation and repair of buried utilities or services
5. Work required by any of the trades that the District does not have the qualified personnel and/or the equipment to accomplish the work

ARTICLE 28 - 125 PRE-TAX RETURN

The District agrees to make available to Unit employees a 125 Pre-Tax Plan as soon as administratively possible. There will be a \$3.00 per member administration fee assessed to those who choose to participate in this plan.

ARTICLE 29 – EDUCATIONAL REIMBURSEMENT

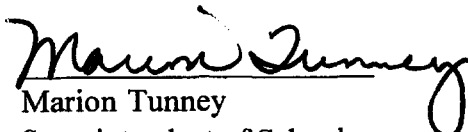
The District will reimburse permanent, full-time unit members for one-half (1/2) of the cost of tuition for job-related classes in a degree-bearing program. In order to receive reimbursement, a unit member must satisfactorily complete (a passing grade at the institution or other proof of satisfactory completion) the approved class. Prior to attending or enrolling in any such class for which reimbursement will be sought, a unit member must submit an application in writing to the Superintendent for reimbursement approval. The Superintendent may, in his/her discretion, approve classes which are not job-related or are not part of a degree-bearing program.

ARTICLE 30 – IN-SERVICE TRAINING

Employees who may make application to the Superintendent of Schools to take courses, classes or training seminars which relate to their job duties and responsibilities. If the Superintendent approves the application, the employee shall be paid his/her regular rate of pay if the course, class or training seminar occurs during the employees regular work hours. If the course, class or training seminar occurs after the employee's regular work hours, then he/she shall be paid at the rate of \$10.00 per hour. Employees are limited to a maximum of twenty (20) paid hours per year.

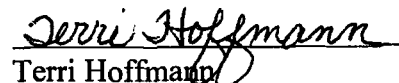
The July 1, 2001 - June 30, 2005 Agreement between the Superintendent of Schools for the Bath Central School District and the Civil Service Employees Association, Inc. Local 1000 AFSCME, AFL – CIO, is hereby entered into by the parties signed below:

DISTRICT:

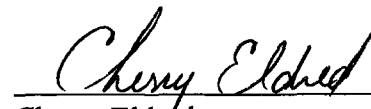

Marion Tunney
Superintendent of Schools

8-20-02
Date

UNION:


Terri Hoffmann
Labor Relations Specialist

7-30-02
Date


Cherry Eldred
Unit President

8-20-02
Date

Appendix A

CUSTODIANS, CLEANERS, LAUNDRY WORKER, DELIVERY PERSON, BUILDING MAINTENANCE MECHANIC, HEAD CUSTODIAN, GROUNDS, PLUMBERS, SANITATION, AV TECHNICIAN

C L A S S	HOURS	WEEKS	HOLIDAYS	LEAVE ACCUM	PERSONAL LEAVE	HEALTH INSURANCE	VACATION
1	35-40	52	13	175	Yes	Family	Yes
2	30 - 39	52	13	175	Yes	Family	Yes
(a)							
2	30 - 39	40	1	175	Yes	Individual	X
(b)							
3	20 - 29	52	1	175	Pro-rated	Individual	X
(a)							
3	20 - 29	40	1	175	Pro-rated	Individual	X
(b)							
4	1 - 19	52	1	175	Pro-rated	X	X
(a)							
4	1 - 19	40	1	175	Pro-rated	X	X
(b)							

**STENOGRAPHERS, SECRETARIES, CLERKS, TYPISTS, PC OPERATOR, AIDES,
MONITORS**

C L A S S	HOURS	WEEKS	HOLIDAYS	LEAVE ACCUM	PERSONAL LEAVE	HEALTH INSURANCE	VACATION
1	35-40	52	13	175	Yes	Family	Yes
2	30 - 39	52	13	175	Yes	Family	Yes
(a)							
2	30 - 39	40	1	175	Yes	Individual	X
(b)							
3	20 - 29	52	1	175	Pro-rated	Individual	X
(a)							
3	20 - 29	40	1	175	Pro-rated	Individual	X
(b)							
4	1 - 19	52	1	175	Pro-rated	X	X
(a)							
4	1 - 19	40	1	175	Pro-rated	X	X
(b)							

CAFETERIA, HEAD COOK/MANAGER

CLASS	HOURS	WEEKS	HOLIDAY S	LEAVE ACCUM	PERSON AL LEAVE	HEALTH INSURAN CE	VACATIO N
1	40	48	13	175	Yes	Family	Yes
2 (b)	30	40	1	175	Yes	Individual	X
3 (b)	20 – 29	40	1	175	Pro-rated	Individual	X
4 (b)	1 – 19	40	1	175	Pro-rated	X	X

100.00%	A	A	A	A	A
0.65	00-01	01-02	02-03	03-04	04-05
1	\$ 8.00	\$ 8.15	\$ 8.30	\$ 8.45	\$ 8.60
2	\$ 8.50	\$ 8.65	\$ 8.80	\$ 8.95	\$ 9.10
3	\$ 9.00	\$ 9.15	\$ 9.30	\$ 9.45	\$ 9.60
4	\$ 9.50	\$ 9.65	\$ 9.80	\$ 9.95	\$ 10.10
5	\$ 9.84	\$ 10.15	\$ 10.30	\$ 10.45	\$ 10.60
6	\$ 9.99	\$ 10.49	\$ 10.80	\$ 10.95	\$ 11.10
7	\$ 10.25	\$ 10.64	\$ 11.14	\$ 11.45	\$ 11.60
8	\$ 10.46	\$ 10.90	\$ 11.29	\$ 11.79	\$ 12.10
9	\$ 10.73	\$ 11.11	\$ 11.55	\$ 11.94	\$ 12.44
10	\$ 11.08	\$ 11.38	\$ 11.76	\$ 12.20	\$ 12.59
11	\$ 11.36	\$ 11.73	\$ 12.03	\$ 12.41	\$ 12.85
12	\$ 11.68	\$ 12.01	\$ 12.38	\$ 12.68	\$ 13.06
13	\$ 12.00	\$ 12.33	\$ 12.66	\$ 13.03	\$ 13.33
14	\$ 12.43	\$ 12.65	\$ 12.98	\$ 13.31	\$ 13.68

	B	B	B	B	B
	00-01	01-02	02-03	03-04	04-05
1	\$ 8.50	\$ 8.65	\$ 8.80	\$ 8.95	\$ 9.10
2	\$ 9.00	\$ 9.15	\$ 9.30	\$ 9.45	\$ 9.60
3	\$ 9.50	\$ 9.65	\$ 9.80	\$ 9.95	\$ 10.10
4	\$ 10.00	\$ 10.15	\$ 10.30	\$ 10.45	\$ 10.60
5	\$ 10.26	\$ 10.65	\$ 10.80	\$ 10.95	\$ 11.10
6	\$ 10.52	\$ 10.91	\$ 11.30	\$ 11.45	\$ 11.60
7	\$ 10.78	\$ 11.17	\$ 11.56	\$ 11.95	\$ 12.10
8	\$ 11.05	\$ 11.43	\$ 11.82	\$ 12.21	\$ 12.60
9	\$ 11.31	\$ 11.70	\$ 12.08	\$ 12.47	\$ 12.86
10	\$ 11.58	\$ 11.96	\$ 12.35	\$ 12.73	\$ 13.12
11	\$ 11.84	\$ 12.23	\$ 12.61	\$ 13.00	\$ 13.38
12	\$ 12.22	\$ 12.49	\$ 12.88	\$ 13.26	\$ 13.65
13	\$ 12.48	\$ 12.87	\$ 13.14	\$ 13.53	\$ 13.91
14	\$ 12.85	\$ 13.13	\$ 13.52	\$ 13.79	\$ 14.18

	C	C	C	C	C
	00-01	01-02	02-03	03-04	04-05
1	\$ 8.70	\$ 8.85	\$ 9.00	\$ 9.15	\$ 9.30
2	\$ 9.20	\$ 9.35	\$ 9.50	\$ 9.65	\$ 9.80
3	\$ 9.70	\$ 9.85	\$ 10.00	\$ 10.15	\$ 10.30
4	\$ 10.20	\$ 10.35	\$ 10.50	\$ 10.65	\$ 10.80
5	\$ 10.46	\$ 10.85	\$ 11.00	\$ 11.15	\$ 11.30
6	\$ 10.73	\$ 11.11	\$ 11.50	\$ 11.65	\$ 11.80
7	\$ 11.00	\$ 11.38	\$ 11.76	\$ 12.15	\$ 12.30
8	\$ 11.26	\$ 11.65	\$ 12.03	\$ 12.41	\$ 12.80
9	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06
10	\$ 11.79	\$ 12.18	\$ 12.56	\$ 12.95	\$ 13.33
11	\$ 12.06	\$ 12.44	\$ 12.83	\$ 13.21	\$ 13.60
12	\$ 12.43	\$ 12.71	\$ 13.09	\$ 13.48	\$ 13.86
13	\$ 12.69	\$ 13.08	\$ 13.36	\$ 13.74	\$ 14.13
14	\$ 13.06	\$ 13.34	\$ 13.73	\$ 14.01	\$ 14.39

	D	D	D	D	D
	00-01	01-02	02-03	03-04	04-05
1	\$ 9.20	\$ 9.35	\$ 9.50	\$ 9.65	\$ 9.80
2	\$ 9.70	\$ 9.85	\$ 10.00	\$ 10.15	\$ 10.30
3	\$ 10.20	\$ 10.35	\$ 10.50	\$ 10.65	\$ 10.80
4	\$ 10.70	\$ 10.85	\$ 11.00	\$ 11.15	\$ 11.30
5	\$ 10.98	\$ 11.35	\$ 11.50	\$ 11.65	\$ 11.80
6	\$ 11.26	\$ 11.63	\$ 12.00	\$ 12.15	\$ 12.30
7	\$ 11.53	\$ 11.91	\$ 12.28	\$ 12.65	\$ 12.80
8	\$ 11.78	\$ 12.18	\$ 12.56	\$ 12.93	\$ 13.30
9	\$ 12.06	\$ 12.43	\$ 12.83	\$ 13.21	\$ 13.58
10	\$ 12.32	\$ 12.71	\$ 13.08	\$ 13.48	\$ 13.86
11	\$ 12.59	\$ 12.97	\$ 13.36	\$ 13.73	\$ 14.13
12	\$ 12.86	\$ 13.24	\$ 13.62	\$ 14.01	\$ 14.38
13	\$ 13.28	\$ 13.61	\$ 13.89	\$ 14.27	\$ 14.66
14	\$ 13.49	\$ 13.93	\$ 14.26	\$ 14.54	\$ 14.92

	E	E	E	E	E
	00-01	01-02	02-03	03-04	04-05
1	\$ 9.70	\$ 9.85	\$ 10.00	\$ 10.15	\$ 10.30
2	\$ 10.20	\$ 10.35	\$ 10.50	\$ 10.65	\$ 10.80
3	\$ 10.70	\$ 10.85	\$ 11.00	\$ 11.15	\$ 11.30
4	\$ 11.20	\$ 11.35	\$ 11.50	\$ 11.65	\$ 11.80
5	\$ 11.49	\$ 11.85	\$ 12.00	\$ 12.15	\$ 12.30
6	\$ 11.79	\$ 12.14	\$ 12.50	\$ 12.65	\$ 12.80
7	\$ 12.06	\$ 12.44	\$ 12.79	\$ 13.15	\$ 13.30
8	\$ 12.32	\$ 12.71	\$ 13.09	\$ 13.44	\$ 13.80
9	\$ 12.59	\$ 12.97	\$ 13.36	\$ 13.74	\$ 14.09
10	\$ 12.85	\$ 13.24	\$ 13.62	\$ 14.01	\$ 14.39
11	\$ 13.06	\$ 13.50	\$ 13.89	\$ 14.27	\$ 14.66
12	\$ 13.49	\$ 13.71	\$ 14.15	\$ 14.54	\$ 14.92
13	\$ 13.81	\$ 14.14	\$ 14.36	\$ 14.80	\$ 15.19
14	\$ 14.02	\$ 14.46	\$ 14.79	\$ 15.01	\$ 15.45

	F	F	F	F	F
	00-01	01-02	02-03	03-04	04-05
1	\$ 13.92	\$ 14.07	\$ 14.22	\$ 14.37	\$ 14.52
2	\$ 14.42	\$ 14.57	\$ 14.72	\$ 14.87	\$ 15.02
3	\$ 14.92	\$ 15.07	\$ 15.22	\$ 15.37	\$ 15.52
4	\$ 15.42	\$ 15.57	\$ 15.72	\$ 15.87	\$ 16.02
5	\$ 15.72	\$ 16.07	\$ 16.22	\$ 16.37	\$ 16.52
6	\$ 16.02	\$ 16.37	\$ 16.72	\$ 16.87	\$ 17.02
7	\$ 16.28	\$ 16.67	\$ 17.02	\$ 17.37	\$ 17.52
8	\$ 16.54	\$ 16.93	\$ 17.32	\$ 17.67	\$ 18.02
9	\$ 16.81	\$ 17.19	\$ 17.58	\$ 17.97	\$ 18.32
10	\$ 17.07	\$ 17.46	\$ 17.84	\$ 18.23	\$ 18.62
11	\$ 17.28	\$ 17.72	\$ 18.11	\$ 18.49	\$ 18.88
12	\$ 17.71	\$ 17.93	\$ 18.37	\$ 18.76	\$ 19.14
13	\$ 18.03	\$ 18.36	\$ 18.58	\$ 19.02	\$ 19.41
14	\$ 18.24	\$ 18.68	\$ 19.01	\$ 19.23	\$ 19.67

